

Ogden City Schools

2008-09 Performance-Based Compensation Plan

Eligibility for performance-based compensation

Licensed, administrative and classified employees will be eligible to receive compensation from the Ogden City Schools' Performance-based compensation plan upon fulfillment of the outlined criteria. Temporary employees and those hired after November 1, 2008 will not be eligible.

Criteria for award of performance-based pay

Award will be made no later than May 29, 2009 to licensed employees who meet the following criteria:

- No unsatisfactory rating in any standard or sub standard on the individual's most current performance evaluation.
- The employee shall not be under corrective action at any time during the school year.
- At the beginning of the year, each licensed employee in cooperation with their direct supervisor shall establish a student progress goal based on standards contained in the state core curriculum. This goal and its measurement system shall be approved by the employee's immediate supervisor.
- The licensed employee will provide written documentation including data to the supervisor that a majority of students they serve have increase a minimum of one year's growth indicated by the selected measure. Documentation should be submitted by April 15, 2009.

Award will be made no later than May 29, 2009 to classified and administrative employees who meet the following criteria:

- No unsatisfactory rating in any standard or sub standard on the individual's most current performance evaluation.
- The employee shall not be under corrective action at any time during the school year.
- At the beginning of the year, each classified and administrative employee shall establish an improvement goal that will contribute to increased student achievement. This goal and its measurement system shall be approved by the employee's immediate supervisor.
- The classified or administrative employee will provide written documentation including data to the supervisor of the goal's completion and a narrative of the significant impact of the goal's achievement on student learning. Documentation should be submitted by April 15, 2009.

Measurement Instruments

The following instruments are representative of measurements that may be used to evaluate performance:

- Core Curriculum-based assessments
- Basal Program assessments
- Standardized or normed assessments
- Indicators of School Quality surveys
- Learning community-developed measurements

Amount of Compensation

Funding received for the Performance-based compensation will be divided on a prorated basis among qualifying employees. Prorating will reflect the number of hours worked and instructional responsibility.

- Full-time licensed and administrative employees will be calculated as one FTE.
- Classified employees will be calculated as two-thirds of an FTE
- Employees working less than twenty hours per week will receive 50% of the FTE amount for their employment group.
- Temporary employees and those hired after November 1, 2008 will not be eligible.

An Emphasis on Learning Communities

Ogden City Schools' employees will work within their learning communities to set goals; select measures; plan and implement strategies for student achievement; and measure and report outcomes. However, determination of eligibility will be made on an individual basis. Goals will reflect the school improvement plan's objectives.